



DEPARTMENT OF THE ARMY  
HEADQUARTERS UNITED STATES ARMY AVIATION CENTER OF EXCELLENCE  
2218 6TH AVENUE  
FORT RUCKER ALABAMA 36362-5105

REPLY TO  
ATTENTION OF

Policy Memo 12-24

ATZQ-MEO

10 October 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General's Policy on Prevention of Sexual Harassment

1. As Commander of the United States Army Aviation Center of Excellence (USAACE) and Fort Rucker, I want to personally state my support of and commitment to the Army's policy on the prevention of sexual harassment and to ensure all Soldiers and civilian employees are provided a work or work-related environment free of sexual harassment.
2. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. An individual who is sexually harassed should tell the person committing the act that such behavior is offensive and inappropriate and it should stop. If the behavior continues, the individual being harassed should immediately report the harassment to the appropriate commander or supervisor. He/She does have the right to file an equal opportunity complaint.
3. Commanders and supervisors will examine all allegations and take the necessary action to ensure sexual harassment issues are addressed fairly, effectively, and promptly and ensure the complainant is protected from acts or threats of reprisal. Additionally, I want to ensure all leaders understand if they witness or otherwise know of incidents of sexual harassment, they are obligated to act. Any issue requiring an investigation will be coordinated with the SHARP Office or Equal Employment Opportunity Office as appropriate.
4. We must work together to ensure a work environment free from sexual harassment. I am adamant the USAACE will maintain the highest standards of honesty, fairness, and professionalism.
5. This memorandum supersedes Policy Memo 11-24, dated 14 February 2011, and will remain in effect until changed or formally rescinded.
6. "Above the Best"

KEVIN W. MANGUM  
Major General, USA  
Commanding

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